Department of Defense
Human Resources Management

HRM Enterprise Architecture (EA) Collaboration Forum (CF)
Kick-Off Meeting

February 1, 2007

Civilian Human Resources Management ● Military Health System ● Military and Other Human Resources

Department of Defense
Human Resources Management

Welcome and Introductions

Civilian Human Resources Management ● Military Health System ● Military and Other Human Resources

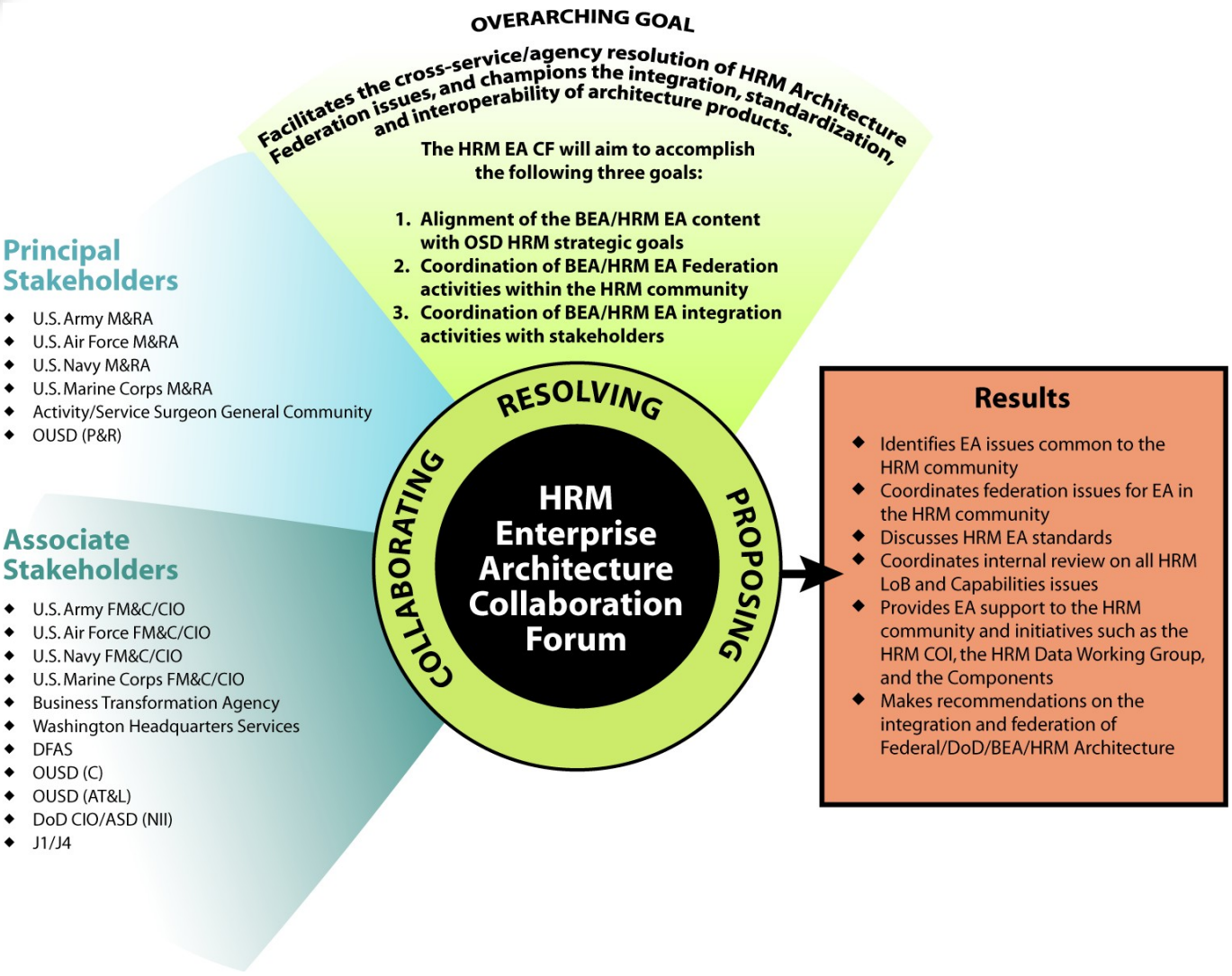
Agenda

- 0900-0915: Welcome / Introductions
- 0915-0945: Overview (Background, Goal & Objectives, and Operations)
- 0945-1015: Review of Draft Guidelines and Next Steps
- 1015-1030: Break
- 1030-1045: Review of Draft Guidelines and Next Steps (cont)
- 1045-1145: HRM COI Initiatives
- 1145-1300: Lunch
- 1300-1400: Capability Definition, Development, and Relationship to HRM Lines of Business (LOBs)
- 1400-1415: Break
- 1415-1515: Review of HRM LOBs/Capabilities Strategy
- 1515-1545: Feedback & Next Steps

HRM EA CF Background

- Created to facilitate the cross-service/agency resolution of HRM Architecture federation issues, and champion the integration, standardization, and interoperability of Architecture products
- Several Department of Defense (DoD) directives, instructions, and manuals require the federation, alignment, standardization, interoperability, and reuse of Architecture products:
  - Business Mission Area (BMA) Federation Strategy and Roadmap (September 28, 2006)
  - DoD Directive (DoDD)8320.2: Net Centric Data (December 2, 2004)
  - DoD Instruction (DoDI) 8115.01: Information Technology Portfolio Management Implementation (October 30, 2006)
  - DoDD 4630.5: Interoperability and Supportability of Information Technology (IT) and National Security Systems (May 5, 2004)
  - FEA Practice Guidance “Value to the Mission”: Federal Enterprise Architecture Program Management Office, OMB (December 2006)

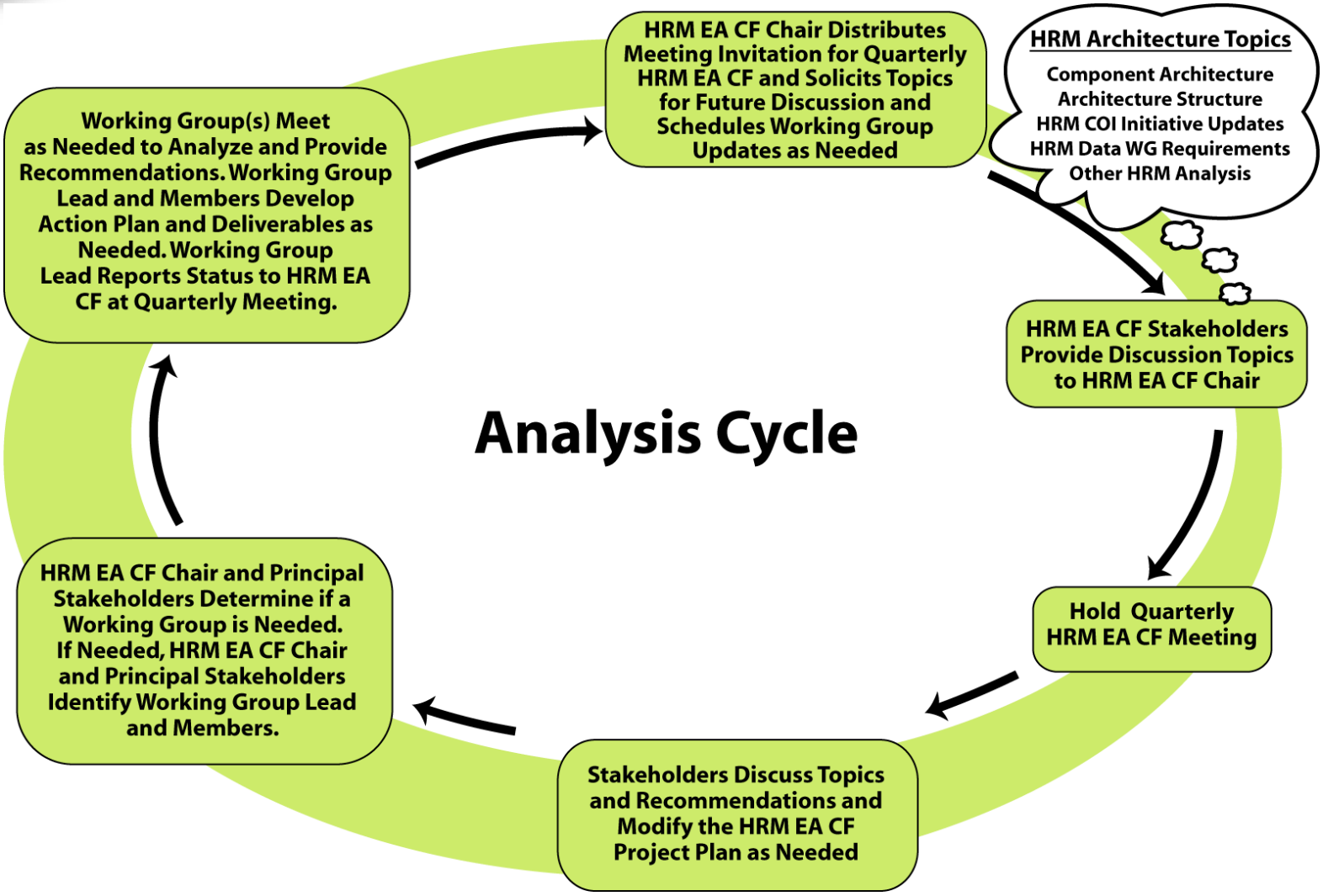
HRM EA CF Structure


OVERARCHING GOAL
Facilitates the cross-service/agency resolution of HRM Architecture Federation issues, and champions the integration, standardization, and interoperability of architecture products.
The HRM EA CF will aim to accomplish the following three goals:
1. Alignment of the BEA/HRM EA content with OSD HRM strategic goals
2. Coordination of BEA/HRM EA Federation activities within the HRM community
3. Coordination of BEA/HRM EA integration activities with stakeholders
Principal Stakeholders
U.S. Army M&RA
U.S. Air Force M&RA
U.S. Navy M&RA
U.S. Marine Corps M&RA
Activity/Service Surgeon General Community
OUSD (P&R)
Associate Stakeholders
U.S. Army FM&C/CIO
U.S. Air Force FM&C/CIO
U.S. Navy FM&C/CIO
U.S. Marine Corps FM&C/CIO
Business Transformation Agency
Washington Headquarters Services
DFAS
OUSD (C)
OUSD (AT&L)
DoD CIO/ASD (NII)
J1/J4
RESOLVING
PROPOSING
COLLABORATING
HRM Enterprise Architecture Collaboration Forum
Results
Identifies EA issues common to the HRM community
Coordinates federation issues for EA in the HRM community
Discusses HRM EA standards
Coordinates internal review on all HRM LoB and Capabilities issues
Provides EA support to the HRM community and initiatives such as the HRM COI, the HRM Data Working Group, and the Components
Makes recommendations on the integration and federation of Federal/DoD/BEA/HRM Architecture

HRM EA CF Meeting Operations

- Each Service/Agency may have more than one representative in an HRM EA CF meeting
- Principal Stakeholders will propose administrative items such as meeting agenda topics and issues or initiatives related to the federation and management of architecture throughout the HRM community
- Associate Stakeholders will provide additional knowledge or expertise in the use and maintenance of personnel/pay and personnel/pay-related architecture
- The HRM EA CF will meet as a collaborative forum every quarter
- Meeting invitations soliciting topics will be distributed six weeks prior to each meeting
- Meeting agendas will be developed based on stakeholder submissions. The HRM EA CF Chair will collect agenda items four weeks prior to each meeting.

HRM CF EA Analysis Cycle


HRM EA CF Chair Distributes Meeting Invitation for Quarterly HRM EA CF and Solicits Topics for Future Discussion and Schedules Working Group Updates as Needed
HRM Architecture Topics
Component Architecture
Architecture Structure
HRM COI Initiative Updates
HRM Data WG Requirements
Other HRM Analysis
HRM EA CF Stakeholders Provide Discussion Topics to HRM EA CF Chair
Hold Quarterly HRM EA CF Meeting
Stakeholders Discuss Topics and Recommendations and Modify the HRM EA CF Project Plan as Needed
HRM EA CF Chair and Principal Stakeholders Determine if a Working Group is Needed. If Needed, HRM EA CF Chair and Principal Stakeholders Identify Working Group Lead and Members.
Working Group(s) Meet as Needed to Analyze and Provide Recommendations. Working Group Lead and Members Develop Action Plan and Deliverables as Needed. Working Group Lead Reports Status to HRM EA CF at Quarterly Meeting.
Analysis Cycle

HRM EA CF Guidelines Review

- Any questions on HRM EA CF Guideline concepts
- Review participant comments (handout)

HRM EA CF Guidelines

- Next Steps:
  - Provide updated final draft HRM EA CF Guidelines to stakeholders for review and provide final comment
  - Finalize and distribute approved HRM EA CF Guide to stakeholders
  - Contact Dot Shaul via email at Dot.Shaul@osd.pentagon.mil or by phone at (703) 696-8293 for additional information

Department of Defense
Human Resources Management

HRM Community of Interest (COI) Overview

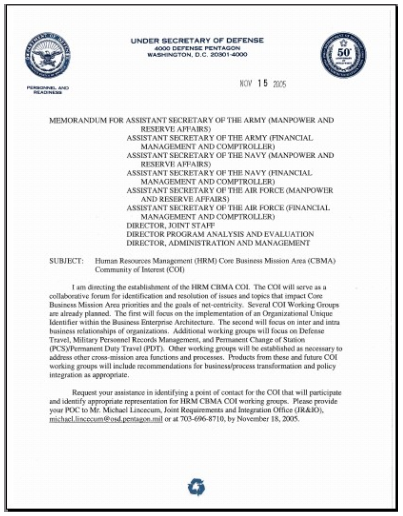
Civilian Human Resources Management ● Military Health System ● Military and Other Human Resources

Agenda

- HRM COI Background
- Goals and Objectives
- Principal Membership
- COI Working Groups Overview
  - Organization Unique Identifier (OUID) Working Group
  - HRM/Global Force Management (GFM) Collaboration Working Group
  - Permanent Change of Station (PCS) Reengineering Working Group
  - Military Personnel Records Management Working Group

HRM COI Background

- Dr. Chu directed establishment of the Human Resources Management (HRM) Community of Interest (COI) in a memo on November 15, 2005



UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND READINESS

NOV 15 2005

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE ARMY (FINANCIAL MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE NAVY (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE NAVY (FINANCIAL MANAGEMENT AND COMPTROLLER)
ASSISTANT SECRETARY OF THE AIR FORCE (MANPOWER AND RESERVE AFFAIRS)
ASSISTANT SECRETARY OF THE AIR FORCE (FINANCIAL MANAGEMENT AND COMPTROLLER)
DIRECTOR, JOINT STAFF
DIRECTOR PROGRAM ANALYSIS AND EVALUATION
DIRECTOR, ADMINISTRATION AND MANAGEMENT

SUBJECT: Human Resources Management (HRM) Core Business Mission Area (CBMA) Community of Interest (COI)

I am directing the establishment of the HRM CBMA COI. The COI will serve as a collaborative forum for identification and resolution of issues and topics that impact Core Business Mission Area priorities and the goals of net-centricity. Several COI Working Groups are already planned. The first will focus on the implementation of an Organizational Unique Identifier within the Business Enterprise Architecture. The second will focus on inter and intra business relationships of organizations. Additional working groups will focus on Defense Travel, Military Personnel Records Management, and Permanent Change of Station (PCS)/Permanent Duty Travel (PDT). Other working groups will be established as necessary to address other cross-mission area functions and processes. Products from these and future COI working groups will include recommendations for business/process transformation and policy integration as appropriate.

Request your assistance in identifying a point of contact for the COI that will participate and identify appropriate representation for HRM CBMA COI working groups. Please provide your POC to Mr. Michael Lincecum, Joint Requirements and Integration Office (JR&IO), michael.lincecum@osd.pentagon.mil or at 703-696-8710, by November 18, 2005.

- The HRM COI:
  - Serves as a collaborative forum for identification and resolution of issues and topics that impact HRM priorities and DoD Net-Centric goals
  - Provides direction for working groups and functional COIs, which will be established as necessary to address cross mission area functions and HR processes

Goal and Objectives

Overarching Goal:

Serve as a collaborative forum across DoD for identification and resolution of issues and topics that impact HRM priorities and DoD Net-Centric goals

Objectives:

- Support current and future Defense Business Systems Management Committee (DBSMC) priorities
- Focus on business improvement opportunities
- Pursue the goals outlined in the DoD Net-Centric Data Strategy
- Address HRM issues that impact one or many DoD Mission Areas

HRM COI Membership

- Principal Membership:

Office of the Under Secretary of Defense (Personnel and Readiness)	Office of the Under Secretary of Defense (Comptroller)
Office of the Deputy Under Secretary of Defense (Civilian Personnel Policy)	Office of the Assistant Secretary of Defense (Networks and Information Integration)
Office of the Deputy Under Secretary of Defense (Equal Opportunity)	Assistant Secretary of the Army (Manpower and Reserve Affairs)
Office of the Deputy Under Secretary of Defense (Military Community and Family Policy)	Assistant Secretary of the Army (Financial Management and Comptroller)
Office of the Deputy Under Secretary of Defense (Military Personnel Policy)	Assistant Secretary of the Navy (Manpower and Reserve Affairs)
Office of the Deputy Under Secretary of Defense (Plans)	Assistant Secretary of the Navy (Financial Management and Comptroller)
Office of the Deputy Under Secretary of Defense (Program Integration)	Assistant Secretary of the Air Force (Manpower and Reserve Affairs)
Office of the Deputy Under Secretary of Defense (Readiness)	Assistant Secretary of the Air Force (Financial Management and Comptroller)
Office of the Assistant Secretary of Defense (Health Affairs)	Director, Joint Staff
Office of the Assistant Secretary of Defense (Reserve Affairs)	Director, Administration and Management
Office of the Under Secretary of Defense (Acquisition, Technology, and Logistics)	Director, Program Analysis and Evaluation

HRM COI Working Groups

- One of the key functions of the HRM COI is to officially sanction and support joint working groups
- Current working groups under the HRM COI include:
  - Organization Unique Identifier (OUID) Working Group
    - Scope: Per draft DoDD 8130.bb, Section 5.2 "*The Under Secretary of Defense for Personnel and Readiness (USD(P&R)) shall: In collaboration with the Joint Staff, and in collaboration with the other DoD Components, publish a DoD instruction defining and implementing a unique identification standard to identify all organizations within DoD.*"
  - HRM/Global Force Management (GFM) Collaboration Working Group
    - Scope: Act as the means of determining GFM force structure and HRM information data exchange requirements and management
  - Permanent Change of Station (PCS) Reengineering Working Group
    - Scope: Evaluate the performance of PCS/PDT processes across the DoD, and to recommend tangible, actionable improvements drawing from the best practices of military, government, and commercial organizations
  - Military Personnel Records Management Working Group
    - Scope: Act as a clearing house to share information and identify issues effecting Military Personnel records management, and to obtain agreements on issues or propose to a higher authority a change of policy with respect to management of Military Personnel records

Organization Unique Identifier (OUID) Working Group Status

- Status
  - OUID being worked as an integral part of Global Force Management (GFM) Organization Servers
  - AT&L accepted revisions to the OUID CONOPS on 11 January (clarification on OUIDS for Non-DoD Organizations)
  - Provided feedback to AT&L on the revised draft DoDD 8130.bb (Unique Identifiers) -
    - Pending final staffing for signature
    - Number changed from 8130.bb to 8320.xx (Linked to 8320.2 - Data Sharing in a Net-Centric DoD)
  - OUID Prototype Registry expected to be ready for test data late Jan 2007
- Next steps
  - Continue work with the developer
  - Continue to support completion and final staffing of 8320.xx
  - Provide electronic update and finalized CONOPS to the OUID working group and GFM COI

Organization Unique Identifier (OUID) Working Group Status

- Issues
  - Potential extension of timelines due to developer priorities as the lead for the Defense Readiness Reporting System (DRRS)
- Point of Contact: Mr. Johnny Lopez; Johnny.Lopez@osd.pentagon.mil; (703) 696-0084

HRM/Global Force Management (GFM) Collaboration Working Group

- Status
  - Met on January 23 to address the specific inconsistencies between services in the GFM data model
  - Topics being addressed include:
    - Feasibility and need for the clustering of HRM data within the Org Servers
    - Resolving inconsistencies in the Army and Air Force National Guard billet description data
    - Addressing skills/rank equivalents data for the different Services
- Next steps
  - Next meeting scheduled for February 28, 0930-1200 at the Pentagon ME800 Green Room
- Issues: None
- Point of Contact: Mr. Johnny Lopez; Johnny.Lopez@osd.pentagon.mil; (703) 696-0084

Permanent Change of Station (PCS) Reengineering Working Group Status

- Status
  - Distributed PCS Preliminary Recommendations (Phase 2 documentation) to COI members
  - Completed PCS Reengineering Business Case Analysis (BCA)
  - Compiled list of PCS Reengineering Frequently Asked Questions (FAQs)
- Next Steps
  - Review documentation with COI members
  - Solicit feedback from COI members and compile feedback into report of final recommendations for USD(P&R)
- Issues
  - None
- Point of Contact: Mr. David Duck; David.Duck@osd.pentagon.mil; (703) 696-8312
- Additonal Information on P&R IM Website: https://www.mpm.osd.mil/owa/jrio/pkg_jrio.page?id=PCS&wgsid=

Military Personnel Records Management Working Group Status

- Status
  - Military Personnel Records Relocation Initiative
    - Targeting January 2007 for release of P&R IM Business Case Analysis (BCA) documenting pros and cons of each option for relocating Military Personnel Records stored at the National Personnel Records Center (NPRC) in St. Louis
    - The U.S. National Archives and Records Administration (NARA) continues to move forward on their efforts to relocate records to NARA facility
      - General Building Requirements for new NARA facility (2.8 million cubic feet) completed and submitted to the U.S. General Services Administration (GSA)
      - Working closely with GSA to develop Solicitation for Offers (SFO) and selection criteria. SFO advertises in early 2007 and awards in Spring 2007.
- Next Steps
  - Military Personnel Records Working Group reviews BCA and recommends joint resolution
- Issues: None
- Point of Contact: Ms. Christine Grant; Christine.Grant@osd.pentagon.mil; (703) 696-8176

Department of Defense
Human Resources Management

Capabilities Discussion

Civilian Human Resources Management ● Military Health System ● Military and Other Human Resources

Agenda

- Capabilities Defined
- Reasons to Identify and Federate Capabilities
- HRM Capability Development Guidelines
- HRM Business Needs Analysis
- Component Example
- HRM Capability Federation Analysis (To Date & In Process)
- Capability Next Steps

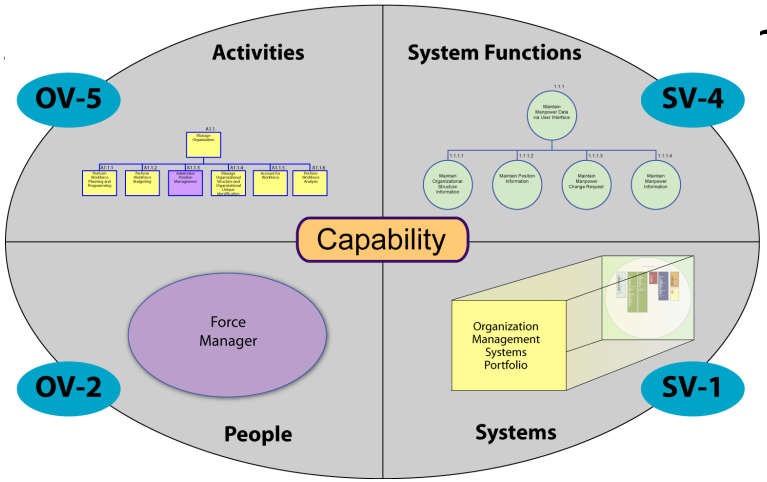
Capabilities Defined

- **Uniform Joint Task List:** The ability to execute a specified course of action (Source: Uniform Joint Task List CJCSM 3500.04D, 1 August 2005).
- **Department of Defense Architecture Framework (DoDAF):** The ability to execute a specified course of action:
  - Defined by an operational user and expressed in broad operational terms in the format of an Initial Capabilities Document (ICD) or a Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities (DOTMLPF) change recommendation
  - In the case of materiel proposals, the definition will progressively evolve to DOTMLPF performance attributes identified in the Capability Development Document (CDD) and Capabilities Production Document (CPD) (CJCSI 3170.01C)
    (Source: Department of Defense Architecture Framework (DoDAF), version 1.0, Volume 1, Annex A)
- **Investment Review Board (IRB) Concept of Operations:** The ability to execute a specified course of action:
  - Defined by an operational user and expressed in broad terms in the format of an ICD, or a Doctrine, Organization, Training, Materiel, Leadership and Education, Personnel and Facilities (DOTMLPF) change recommendation (Source: Department of Defense IT Business Systems Investment Review Process, IRB Concept of Operations, July 12, 2006)

Capabilities Defined (cont)

- **Business Enterprise Architecture (BEA)/Human Resources Management (HRM) Enterprise Architecture (EA)**: The ability to execute a specific course of action:
  - It can be a single business enabler or a combination of business enablers (e.g., business processes, policies, people, tools or systems information) that assist an organization in delivering value to its customer (Source: BMA Federation Strategy and Roadmap, BTA September 28, 2006)

Note: HRM L... roups of Capabilities



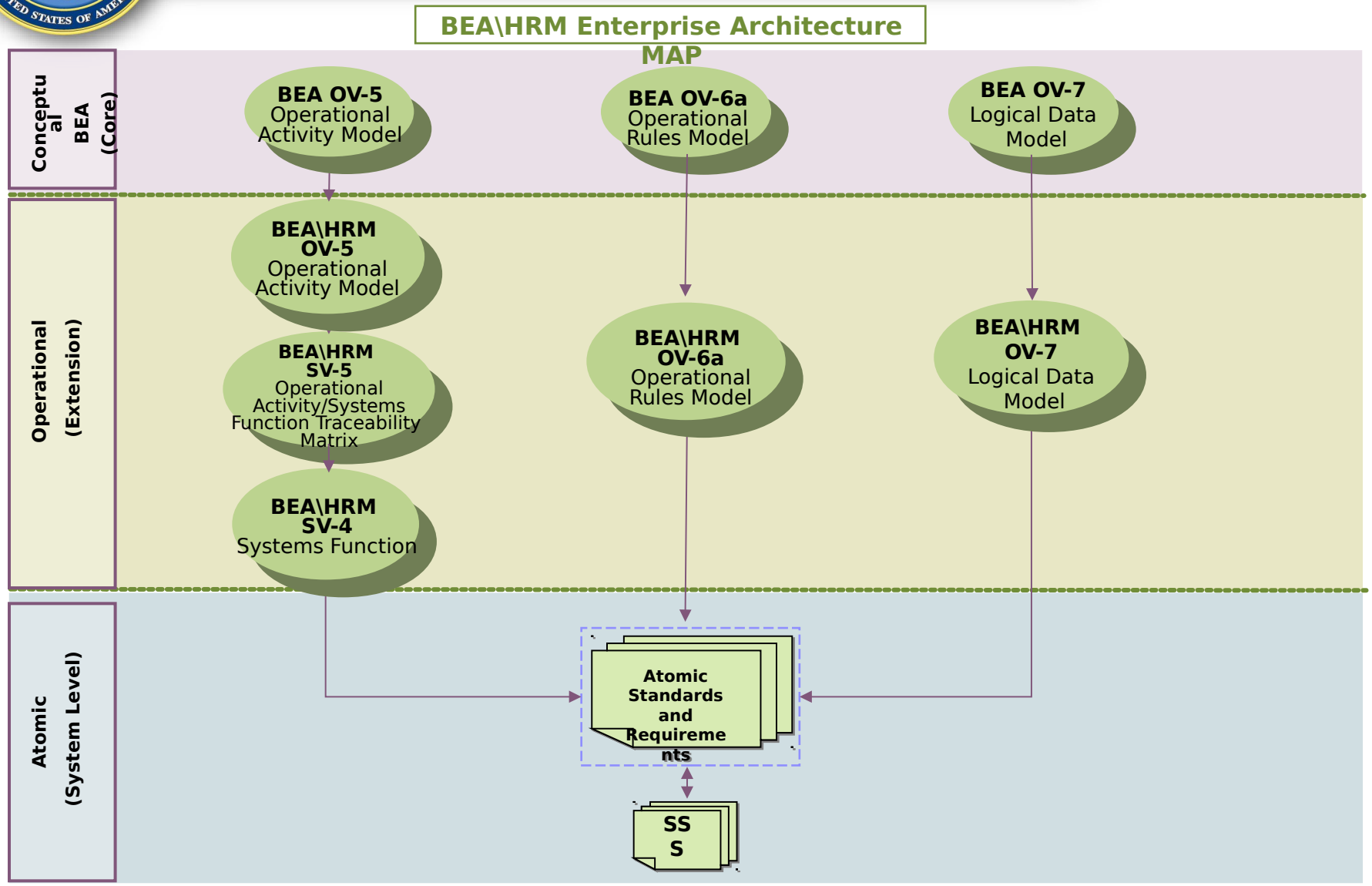
Note: OV-1, SV-4, OV-5, and SV-1 are illustrative examples of the core architecture products

HRM Capability Development Guidelines

- HRM Capabilities are defined by a set of criteria:
  - Must be operationally aligned with HRM strategic goals (e.g. National Military Strategy, P&R DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))", October 17, 2006)
  - Must be directly or indirectly ***required*** by organization through mission, charter, law, etc.
  - Must be large enough to be ***independent*** (should have a self-contained end-to-end process) but small enough to be ***atomic***
  - Must be able to define useful ***metrics*** for the capability (too large and the metrics are too general to be useful, too small and the metrics are too detailed to be useful)

Note: A Capability must meet ALL of the defined criteria to be considered a Capability

Relating BEA Core to HRM Extension to System Level


BEA\HRM Enterprise Architecture MAP
Conceptual BEA (Core)
Operational (Extension)
Atomic (System Level)
BEA OV-5 Operational Activity Model
BEA OV-6a Operational Rules Model
BEA OV-7 Logical Data Model
BEA\HRM OV-5 Operational Activity Model
BEA\HRM SV-5 Operational Activity/Systems Function Traceability Matrix
BEA\HRM SV-4 Systems Function
BEA\HRM OV-6a Operational Rules Model
BEA\HRM OV-7 Logical Data Model
Atomic Standards and Requirements
SSS

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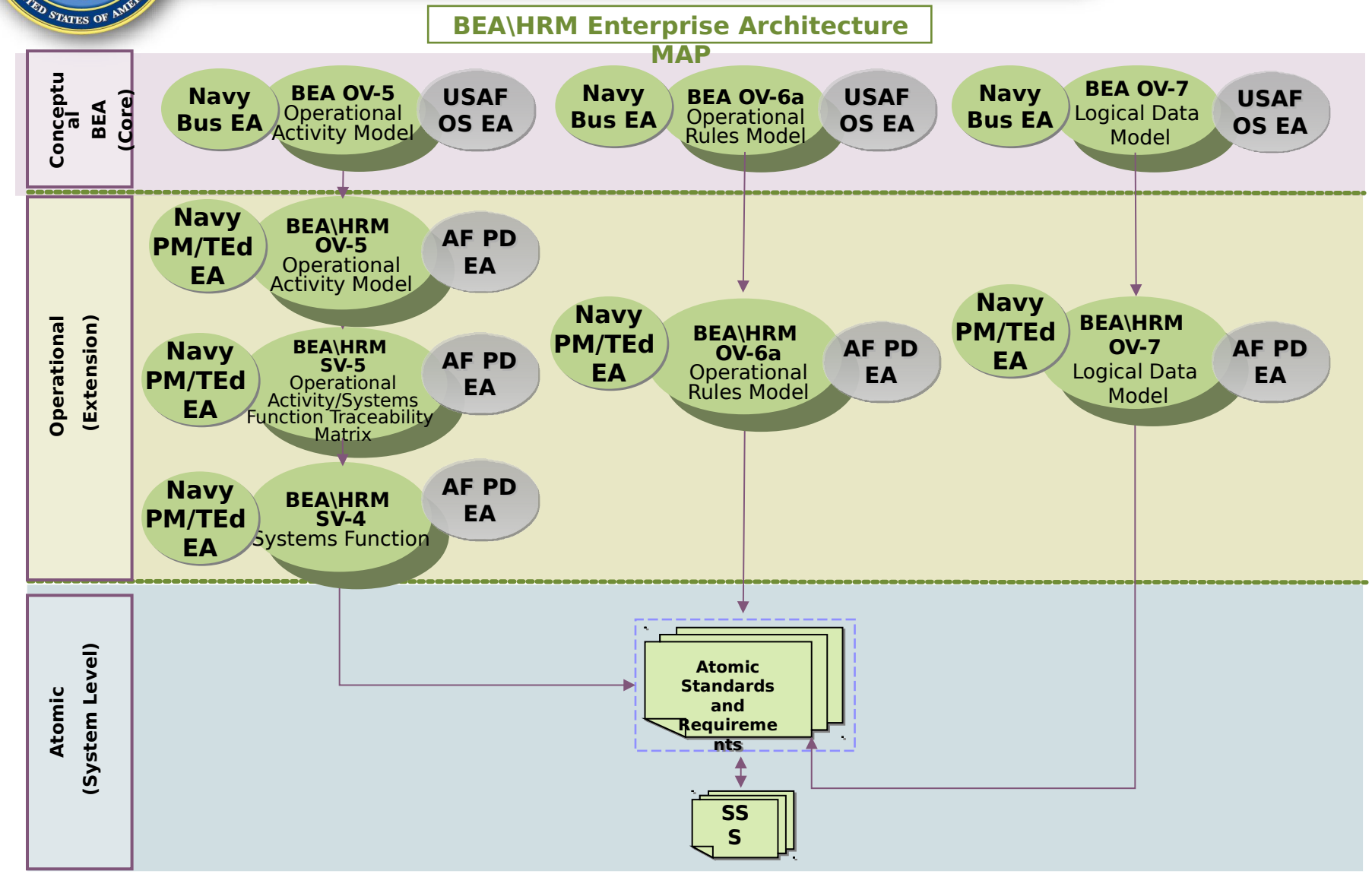
Relating BEA Core to HRM Extension to System Level



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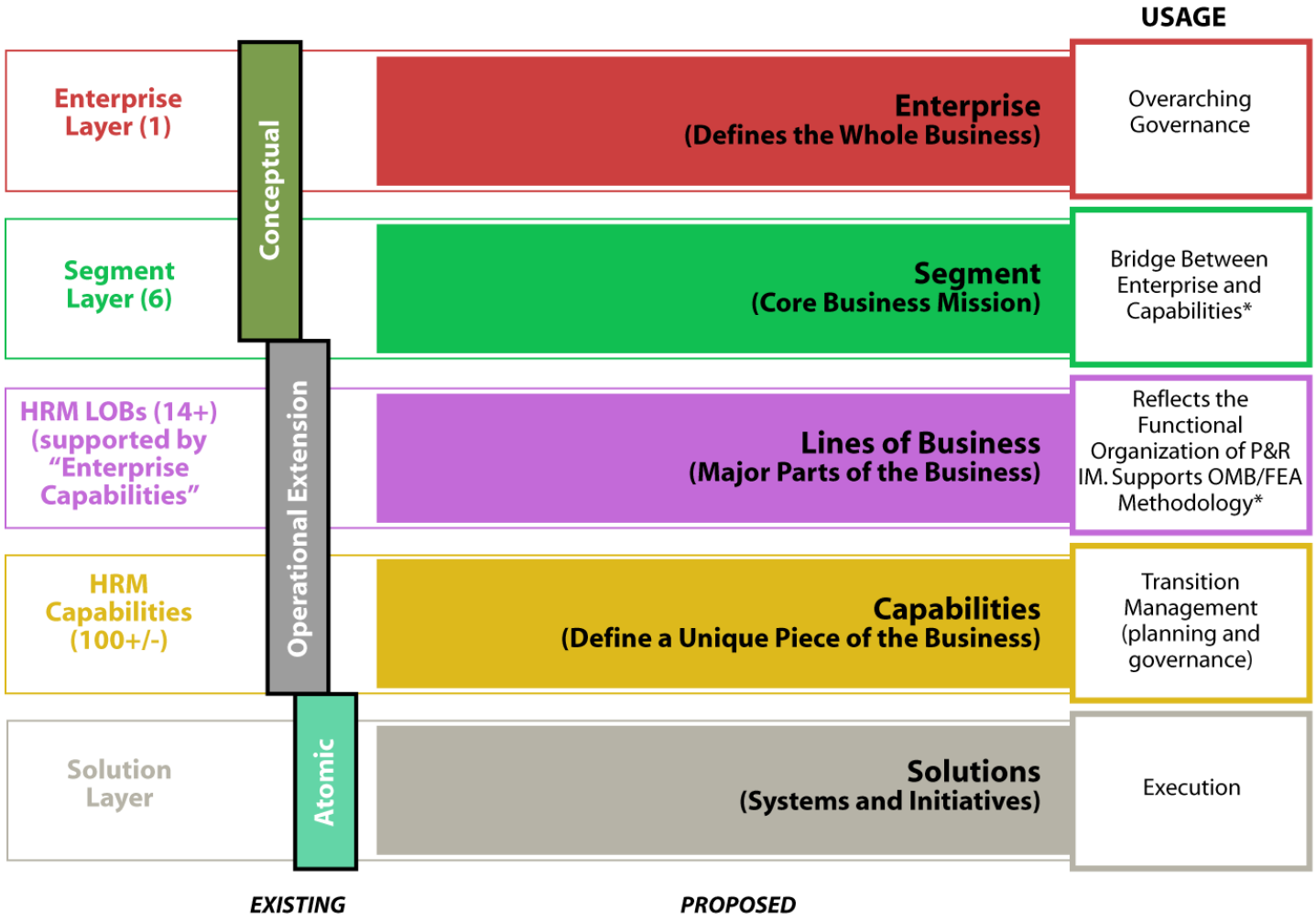
Proposed Federated Architecture Concepts



*OMB/FEA Guidance

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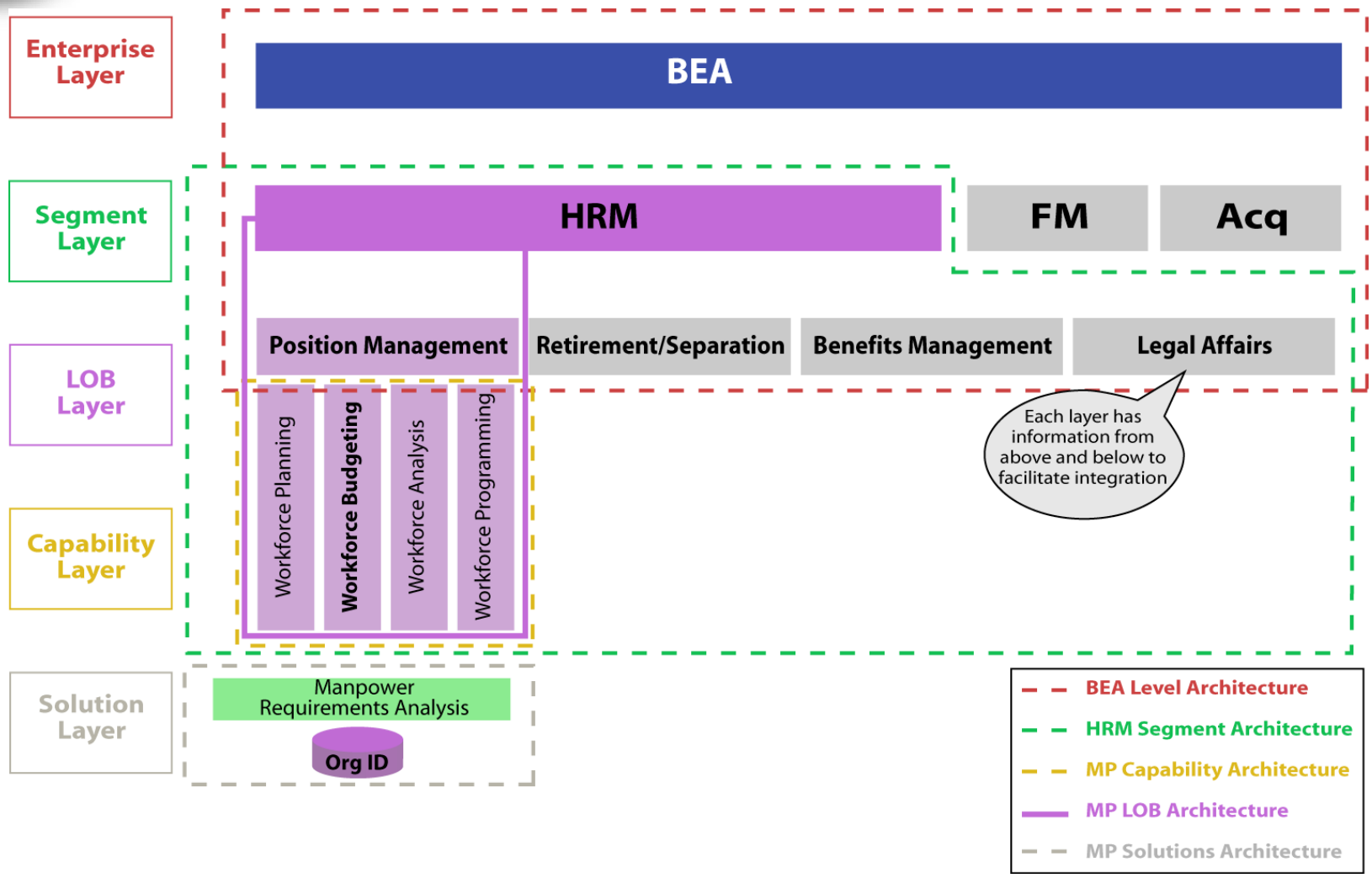
Federated Architecture Approach based on Position Management (PM) Examples



Defining Relationships to OPM/HRM LOB

HRM LOB — Recruiting and Accessions

HRM LOB supporting activities:
- Determine Placement Criteria
- Determine Candidate Eligibility
- Select Candidate

OPM LOB — Staff Acquisition

OPM LOB process steps establish:
- Evaluation Approach
- Source Candidate
- Evaluate Candidate
- Hire Employee

The supporting activities are very similar but:

Differences:

Military:
- Recruit at Entry Level
- Recruit to Grow Capabilities
- Managed Centrally for Each Service

Civilian:
- Recruit at all Levels
- Hire Skills to Fit Specific Position Vacancies

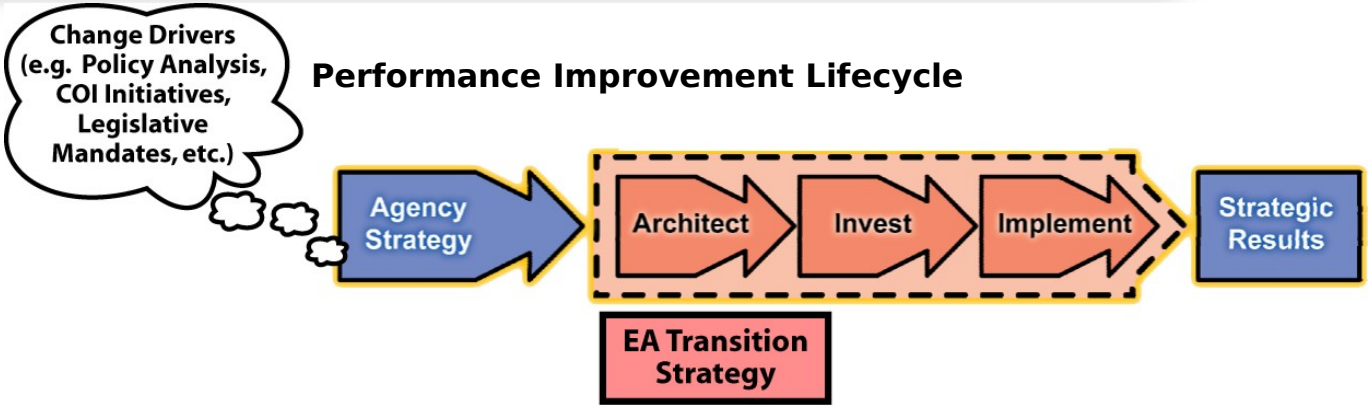
Potential Recommendation

Split into Two HRM LOBs

- Military Recruiting
- Civilian Staff Acquisition

- A comprehensive set of Business Mission Capabilities:
  - Provides a common framework for strategic planning and budget execution
  - Provides a clear definition and focus on the business needs
  - Links business needs to strategic priorities
  - Enables quantifiable measurement of performance
  - Supports business needs analysis

Capability Based Business Needs Analysis

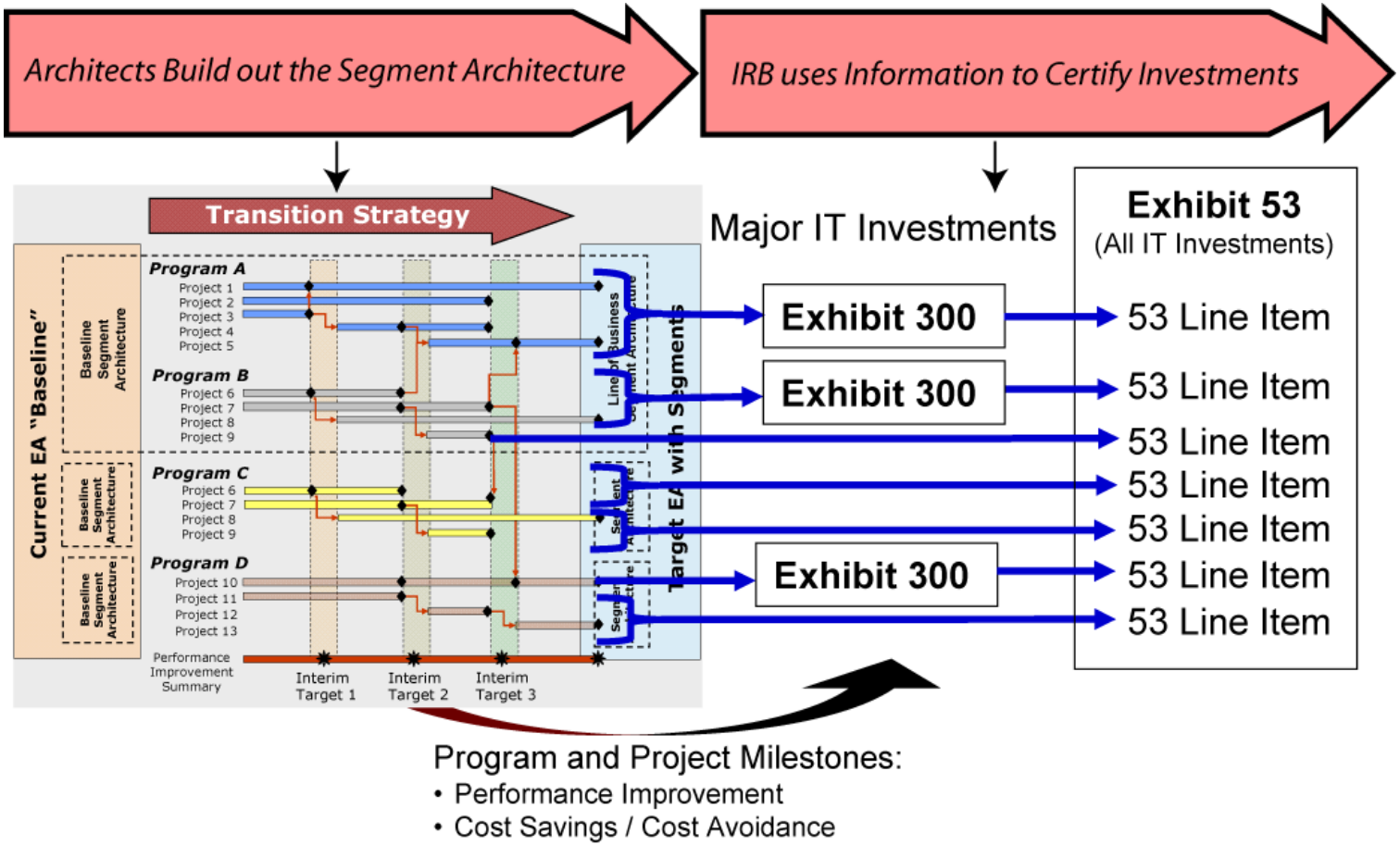


EA Transition Strategy in the Performance Improvement Lifecycle

- Architecture Analysis & Definition
  - Defines a simple and concise vision for the enterprise segment and relates the vision to the agency strategic plan
  - Defines the As Is and To Be states of the segment and develops a plan for achieving that state, which is the segment transition strategy
- Investment
  - Defines a funding strategy for project execution and develops the business cases to justify investments in the Capital Planning and Investment Control (CPIC) process
- Implementation
  - Translates the segment architecture and funding strategy into a management plan defining the nature and scope of individual projects required to implement the segment architecture, and dependencies between the segment, other agency initiatives, and relevant cross-agency initiatives

Reference: FEA Practice Guidance "Value to the Mission": Federal Enterprise Architecture Program Management Office, OMB (December 2006)

DoD Implementation of OMB Guidance



Linking EA Transition Strategy to the Investment Portfolio/IRB Process

Reference: FEA Practice Guidance "Value to the Mission": Federal Enterprise Architecture Program Management Office, OMB (December 2006)

Results of Capability Based Business Needs Analysis

- Increases Efficiency
  - Accelerates the speed of solution delivery to the business
- Minimizes Complexity
  - Minimizes duplication of technology in the infrastructure by consolidating products and tools that provide similar functionality. Enables Information Technology (IT) to consolidate expertise around fewer technologies.
- Reduces Costs
  - Reduces the cost of business operations by optimizing IT acquisition, support, maintenance and training costs. Enables the re-usability and drives standard technologies.
- Increases Effectiveness
  - Leverages enterprise knowledge through consolidation and optimization of processes, data, business functions and other resources

HRM Draft Enterprise Capability Matrix

BEA Segment	HRM LOB	HRM Capability Name	HRM Capability Definition	DoD Component Capability Name (includes DoD Services)		DoD Component Definition
HRM	Legal Affairs	Support Litigation and Judicial Functions	This activity is associated with the administration of justice, such as judicial hearings, legal investigations, and litigation.	U.S. Army	Capability Equivalent	Definition for Capability Equivalent
				U.S. Air Force	Capability Equivalent	Definition for Capability Equivalent
				U.S. Marine Corps	Capability Equivalent	Definition for Capability Equivalent
				U.S. Navy	Capability Equivalent	Definition for Capability Equivalent

Department Standardizations vs. Department Allowing Flexibility

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HRM Capability Integration and Federation Analysis Completed To Date

- Referenced Federal policies, laws, and regulations
- Referenced Department of Defense (DoD) directives, instructions, and manuals
  - Including the newly released:
    - DoD Directive 5124.02, "Under Secretary of Defense for Personnel and Readiness (USD(P&R))“ published October 17, 2006
- Cross-walked HRM Capabilities to:
  - HRM Enterprise Architecture
  - DoD Business Reference Model
  - Uniform Joint Task List (UJTLs)
    - Strategic National Level
    - Strategic Theater Level
- Incorporated OUSD (P&R) approved HRM Enterprise Capabilities into the HRM portion of the Business Enterprise Architecture (BEA)
- Mapped HRM Capabilities to BEA and Federal Enterprise Architecture (FEA)

HRM Capability Federation Analysis In Process

- Reviewing HRM LOBs/Capabilities with the HRM EA CF
- Integrating HRM EA Capabilities with OPM HRM LOB, and the FEA

HRM Lines of Business

HRM 14 Lines of Business

- Recruiting and Accessions*
- Assignment/Placement/ Transfer*
- Travel Management*
- Personnel/Pay Management*
- Position Management*
- Military Health Services Management*
- Benefits Management*
- Quality of Life/MWR Programs*
- Retirement/Separation*
- Personnel Development
- Law Enforcement
- Legal Affairs
- Personnel Security
- Inter-Agency Support

* 9 PV Enterprise Capabilities

HRM Capabilities

- Military Personnel and Pay Management
- Civilian Personnel Management
- Civilian Pay Management
- Military Manpower Management
- Civilian Position Management
- Military Recruiting
- Military Retiree Pay and Military Annuitant Pay
- Manage Access to Health Care
- Manage Provision of Health Services
- Perform Population Health Management
- Manage Health Service Performance
- Travel Authorization Administration and Reimbursement
- Military Training and Education Management
- Commissary and Exchange
- Quality of Life/Morale, Welfare and Recreation Programs
- Legal Affairs
- Total Force Management
- Equal Employment Opportunities (EEO)
- Housing Management
- Law Enforcement
- Personnel Security

LOB Capability Decomposition

Pers/Pay Management
- Military Personnel and Pay Management
- Civilian Personnel Management
- Civilian Pay Management
- Military Retiree Pay and Military Annuitant Pay

Position Management
- Military Manpower Management
- Civilian Position Management

Assignment/ Placement/ Transfer
- Total Force Management

Recruiting and Accessions
- Military Recruiting

Retirement/ Separation

Quality of Life/MWR Management
- Commissary and Exchange
- Quality of Life/MWR Programs

Military Health Services Management
- Manage Access to Care
- Manage Provision of Health Services
- Perform Population Health Management
- Manage Health Service Performance

Benefits Management
- Military Training and Education Management
- Equal Employment Opportunities
- Housing Management

Travel Management
- Travel Authorization Administrationn and Reimbursement

InterAgency Support

Law Enforcement
- Law Enforcement

Legal Affairs
- Legal Affairs

Personnel Development

Personnel Security
- Personnel Security

HRM Federation and Integration Analysis Next Steps

- Integrate HRM EA Capabilities with the Office of Personnel Management (OPM) LOBs and the FEA
- Provide update on LOB/Capability high level analysis at the next HRM EA CF meeting
- Establish an HRM EA CF Working Group to federate the HRM Enterprise LOBs/Capabilities with the Services
- Publish updated HRM Enterprise Capabilities in the HRM EA September 2007 release
- Integrate the HRM Enterprise Capability updates into the March 2008 BEA 5.0 release

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Collaboration Forum Feedback and Next Steps

HRM EA CF Next Steps

- Finalize HRM EA CF Guidelines
- Publish and disseminate meeting minutes
- Publish HRM EA CF information on the web at: https://www.hrm.osd.mil
- Provide pre-brief to new POCs prior to next meeting
  - Contact Dot Shaul to arrange pre-brief
    - Dot.Shaul@osd.pentagon.mil
    - 703.696.8293
- Next Meeting topics: TBD
  - Capability Follow-up
  - BEA Update
  - COI Update
  - Other?
- Next meeting date: TBD
  - May 10, 2007
  - Other?

Questions

- DoD Human Resources Management

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